



DEPARTMENT OF THE ARMY
HEADQUARTERS, US ARMY ARMOR CENTER AND FORT KNOX
51 VINE GROVE ROAD
FORT KNOX, KENTUCKY 40121-6202

Expires 22 June 2008

REPLY TO
ATTENTION OF:

IMSE-KNX-HRA (600)

22 June 2006

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Fort Knox Policy Memo No. 37-06 – Violence in the Workplace

1. Reference TRADOC Regulation 215-2, Violence Prevention, 8 March 1999.
2. A healthy, respectful workforce is the foundation for preventing violence in the workplace. I am committed to assuring that Fort Knox Soldiers, civilian employees, and family members live and work in an environment that is free from violence, threats of violence, harassment, intimidation, and other disruptive behavior. These acts will not be tolerated, even if intended as a joke or horseplay, and will be dealt with appropriately.
3. Violent behavior may include gestures, bullying, making inappropriate references to guns, bringing a gun to the workplace, statements showing fascination with incidents of workplace violence, and expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the installation and subject to disciplinary actions, including removal from the federal service, criminal penalties, or both.
4. I expect leaders at all levels to become aware of the warning signs of potentially violent individuals and address problem behavior immediately. I will support all efforts in dealing with violent, threatening, harassing, or other disruptive behavior in the workplace and will closely monitor whether this policy is being implemented effectively.
5. The enclosed guide will assist commanders and supervisors when responding to reports of problems in the workplace. I am confident of your support in our commitment to a violence free workplace.

FOR THE COMMANDER:

Encl

MARK D. NEEDHAM
COL, AR
Garrison Commander

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Commanders, Fort Knox Partners in Excellence

RESPONSE TO VIOLENCE IN THE WORKPLACE

